Civilian Personnel Directorate Strategic Plan

October 2005

Strategically Focused, Customer Oriented HR Champions in a Changing Environm

DCSPIL Strategic Directions

- Support TRADOC's Mission and Commander's Priorities
- Advocate Effectively on Behalf of TRADOC Schools and Activities
- Support and Enable Both Army and TRADOC Transformation
- Become and Remain TRADOC Headquarters' Premier Organization

CPD MISSION

Develop comprehensive HR strategies that support the TRADOC mission providing quality advice and assistance to develop and sustain the civilian work force.

CPD VISION

Strategically focused, customer oriented HR champions in a changing environment.

CPD GOALS

GOAL 1: Implement strategies to hire and sustain an effective work force.

GOAL 2: Promote and deploy HR policies/programs to support transformation and leverage technology to provide effective processes and tools.

GOAL 3: Shape diverse civilian work force.

GOAL 4: Invest in human capital to improve effectiveness of the TRADOC work force.

GOAL 5: Forecast future civilian work force to support force planning and informed decision making.

GOAL 6: Meet customer needs.

GOAL 7: Support quality of life initiatives

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CPD PRIORITY EMPHASIS AREAS

CORPORATE GOAL 1: IMPLEMENT STRATEGIES TO HIRE AND SUSTAIN AN EFFECTIVE WORK FORCE

LONG TERM OBJECTIVES	SHORT TERM OBJECTIVES
1a. Assist the Command in Transformation Initiatives	1a1. Army Tranformation 1a2. BRAC 1a3. Realignment within TRADOC
1b. Civilian Work Force Shaping	1b1. Mobilization Planning 1b2. Human Capital Plan
1c. Quality Candidates in a Timely Manner	1c1. Fill Jobs Faster

CORPORATE GOAL 2: PROMOTE AND DEPLOY HR POLICIES/PROGRAMS TO SUPPORT TRANSFORMATION AND LEVERAGE TECHNOLOGY TO PROVIDE EFFECTIVE PROCESSES AND TOOLS

LONG TERM OBJECTIVES	SHORT TERM OBJECTIVES
2a. Transform HR policies and processes	2a1. NSPS
2b. Planning and Analysis	2b1. Monitor Fill Time/Fill Rate 2b2. Develop Recurring Reports

CORPORATE GOAL 3: SHAPE DIVERSE CIVILIAN WORK FORCE

LONG TERM OBJECTIVES	SHORT TERM OBJECTIVES
3a. Representative Work Force	3a1. Promote a civilian force that is diverse and demographically representative 3a2. Promote the value of diversity (cultural, ethnic, gender, experience, and other individual differences), dignity and mutual respect for all employees within CPD as well as in TRADOC organizations 3a3. Establish and operate TRADOC CARES program

CORPORATE GOAL 4: INVEST IN HUMAN CAPITAL TO IMPROVE EFFECTIVENESS OF THE TRADOC WORK FORCE

LONG TERM OBJECTIVES	SHORT TERM OBJECTIVES
4a. Improve Professional Development Programs for Civilians	4a1. CES 4a2. TRADOC Civilian Leader Development 4a3. Tidewater SBLM 4a4. Mentoring Program
4b. Assess Educational and Training Needs of the Work Force	4b1. Conduct a Study to Determine what Training/ Education the Current Workforce Has
4c. Remain Linked to HR	4c1. Participate in HR Forums 4c2. Continue Tidewater HR Forum
4d. Develop Program Evaluation Program	4d1. Execute Program Evaluation Plan
4e. Support Army's CHR Program	4e1. Formalize IDP for Each Employee 4e2. Developmental Opportunities to Help CHR Professionals Gain Broad Understanding of Impact of HR Decisions (e.g., EEO, safety, RM, manpower, legal, contracting, varying functions within HR)

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CORPORATE GOAL 5: FORECAST FUTURE CIVILIAN WORKFORCE TO SUPPORT FORCE PLANNING AND INFORMED DECISION MAKING	
LONG TERM OBJECTIVES	**SHORT TERM OBJECTIVES**
5a. Develop and Utilize Forecasting Model	5a1. Develop Forecasting Model 5a2. Predict intern reqmts, future force, LTT needs, & recruitment needs

CORPORATE GOAL 6: MEET CUSTOMER NEEDS	
LONG TERM OBJECTIVES	**SHORT TERM OBJECTIVES**
6a. Assist Management/ Monitor Worker's Compensation Program	**6a1. Program Analysis**
6b. Assist Senior Mission Commanders with HR Issues	**6b1. Conduct Periodic VTCs with the CPACs to Provide Updates and Discuss Issues** **6b2. Identify HR Issues and Raise to Appropriate Level** **6b3. Communications/information** **6b4. Emergency Issues**
6c. Analyze Civilian Award Program	**6c1. Develop Award Command Guidance** **6c2. Improve Recognition** **6c3. Establish Reporting & Tracking Method**
6d. Use Technology to Keep Customers Informed	**6d1. Maintain CPD Web Page**

CORPORATE GOAL 7: SUPPORT QUALITY OF LIFE INITIATIVES	
LONG TERM OBJECTIVES	**SHORT TERM OBJECTIVES**
7a. Provide work life policies and programs that improve the TRADOC working environment	**7a1. Promote Telework** **7a2. Command Review of Current Work Life Flexibilities within TRADOC**